

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, February 8, 2022 6:30pm MINUTES

via Remote Participation due to COVID-19

Governor Baker's declaration of a public health emergency and the related Emergency Executive Order dated March 12, 2020 has been extended until April 22, 2022. This meeting will be recorded by Scituate Community Television and can be viewed live on Scituate Community Television Facebook Live. The recorded meeting will be available the following day on Comcast Channel 9 and YouTube Scituate Community Television.

<https://www.youtube.com/watch?v=909QKeQEKOI>

Members

Non-voting Members:

Bob Clark
Maura Curran
Amanda O'Shea

Voting Members:

Elena Gulotta
Angela Ribeiro-Dray
Celia Richa
Jim Six Tiger
Thomas Secaur
Natasha Stewart
Kate Swope
Ruth Yasin

Members Absent: Amanda O'Shea, Jim Six Tiger, Kate Swope, Ruth Yasin

Member arrived late: Natasha Stewart

AGENDA

1. Chairperson Secaur - Called the meeting to order and read the remote participation and viewing options.

Motion made to open the meeting by Chairperson Secaur at 6:31pm - seconded by Ms. Richa.

Roll call vote - unanimous approval - 4/0

Elena Gulotta - yes
Angela Ribeiro-Dray - yes
Celia Richa - yes
Thomas Secaur - yes
Jim Six Tiger - absent
Natasha Stewart - absent
Kate Swope - absent
Ruth Yasin - absent

2. Chairperson Secaur read the Scituate DEI Commitment Statement.

3. Review and Acceptance of Minutes - 1/19/2022

- Minutes approved with one amendment – we met on January 19, 2022, a Wednesday, not Tuesday as originally written.
- Ms. Yasin is absent, so Rev. Stewart will take notes during the meeting and Ms. Yasin will review the video to complete the minutes.

- Motion made to accept the revised minutes by Chairperson Secaur, seconded by Ms. Gulotta.

Roll call vote - unanimous approval - 4/0

Elena Gulotta - yes
 Angela Ribeiro-Dray - yes
 Celia Richa - yes
 Thomas Secaur - yes
 Jim Six Tiger -absent
 Natasha Stewart - absent
 Kate Swope - absent
 Ruth Yasin - absent

4. Liaison Reports - Select Board, SPS, STRIDE, Freedom Team

a. Selectperson Curran for the Scituate Select Board

- Reported that at the last Select Board meeting the SSB unanimously accepted the recommendations for the adoption of a Commitment Statement. Selectperson Curran will prepare a document to share with other town committees asking that all committees adopt this as well, as well as contact the Planning Board, Capital Planning, Advisory Board. Will get it printed and framed and will be at least in the SSB room.
- Also asked Ms. Dray for advice on how to disseminate information about an opportunity available to Portuguese American citizens aged 18-35 to apply for a position in the Next Generation Leadership Academy and Recruitment. Ms. Dray suggested posting it to the Scituate web site and to local colleges and will contact some teachers who might be able to disseminate that information. She will look into it further.
- Selectperson Curran noted that Michelle Seghezzi has asked for an update from the SDEIC for the Annual Town Report and Chairperson Secaur will also run it by Selectperson Curran.

b. Mr. Adams

- Scituate Public Schools - Thanked the community for the support that has been shown. Each school's Lit Teams are doing heritage months, eg Lunar New Year, Black Heritage, Women's History, ... The Lit Line and the pod cast are featuring 4th graders this month. METCO director search is in the finalist stage, and the interim director has been doing a great job. Lit Pag - continues to develop the relationship between our Boston and Scituate families. Cultural Cuisine is coming soon with new menu items for the schools. Library Partnership with a Community Conversation starting March 1st (virtual meeting) with MLK's Letter from the Birmingham Jail, and then the next month will continue with an Open Mic.
- The Collective is growing and meeting – it consists of people in town who are representatives from different DEI groups in the town so we can collaborate.
- The Freedom Team has formed and Megan Sommer is gathering a group of clinicians who practice using a trauma informed lens to be at the ready in case we need clinicians to volunteer to assist if we need further support for the Social Workers we already have in the school and town. Mr Adams

gave the example of Hopkinton where there had been a traumatic death and community members were able to access clinicians from other towns' Freedom Teams to help deal with the trauma. There is also an Instagram Page and Twitter Handle, with a Facebook and website in development. Select Person Curran invited Mr. Adams to come and talk to the Scituate Select Board about the Freedom Team, as it is a new and important addition to our community.

Rev. Stewart arrived at 6:48pm.

c. No other liaisons present.

5. Public Comment - None

6. Review of Project Plan and Opportunities Workbook (SDEIC Project Plan 2 8 22)

- a. Sister City for Cape Verde: Slide deck prepared by Ms. Dray (Recommendation - Create Scituate Sister City Cape Verde...) was reviewed. Ms. Dray said she knew people who want to serve on the committee that would be created, if the SSB votes to support this recommendation. Select Person Curran recommends we get this to the Select Board in April after Town Meeting to move forward and get people to apply to the committee that would be created. Reverend Stewart recommended that we add a few words to the Vital Members of the Community section to show that it is a timeline. Ms. Dray noted that she would clarify during her oral presentation, and that Ms. Yasin will work on the wording. Mr. Adams was excited for possible travel between the two places, as has happened with the other Sister Cities. Chairperson Secaur made a motion to vote on the recommendation to the SSB create a Sister City committee for Scituate & Cape Verde. Ms. Richa seconded the motion.

Roll call vote - unanimous approval - 5/0

Elena Gulotta - yes

Angela Ribeiro-Dray - yes

Celia Richa - yes

Thomas Secaur - yes

Jim Six Tiger -absent

Natasha Stewart - yes

Kate Swope - absent

Ruth Yasin - absent

- b. Chairperson Secaur updated the information in the Opportunity Workbook to consolidate issues of Indigenous People into one entry. STRIDE has begun work on these issues - can we use this work to help us move along these issues on the town side. Ms. Dray has stated that she would like to be involved with moving these forward. Chairperson Secaur questioned about what is the status of Indigenous Peoples Day/Columbus Day. Mr. Clark explained that Columbus Day, as a State Holiday, is incorporated into the town's collective bargaining agreements for multiple contracts. The town is obliged to recognize all State holidays. So, Mr. Clark felt that most towns are waiting for a State change before

they can really do anything official. Select Person Curran offered to get an update from State Rep Meschino about where this stands in the legislature. Mr. Clark noted that when Rep. Meschino was at our meeting, she explained that the current proposal in the State Legislature was to recognize Indigenous Peoples Day, but not to replace Columbus Day. Ms. Richa asked if there were changes to contracts when Juneteenth became a State Holiday, and Mr. Clark affirmed that those changes were made so that all contracts recognize Juneteenth as a holiday for all town employees.

Mr. Adams stated that, though the State hasn't done so, the City of Boston recognized Indigenous Peoples Day in place of Columbus Day. Because Indigenous Peoples are so part of Scituate's roots, just note that the name of the town, schools, and places are embedded in our background, so Mr. Adams suggested that Scituate might want to also recognize Indigenous Peoples Day. It is important that we find ways to recognize the day, for one example with a land acknowledgement, and teach it in our schools. Mr. Adams wanted to continue this discussion with STRIDE and Ms. Dray to see how we can move matters along. He also said the Town Seal was another issue that he has heard about from other people. Chairperson Secaur noted that STRIDE is working on the Town Seal.

It seems like there needs to be more research into the implications of what it means to be a holiday - are schools and town offices closed that day,...? What are the experiences from other towns, like Boston, who have made this change? Or is it just talked about and acknowledged. Mr. Clark would have to review what all that would mean in the contracts if we can really just change out the name from Columbus Day to IPD. Maura says the Selectboard would need to be a part of the process. Mr. Clark will speak to other towns on the list of places who have already voted to celebrate IP Day. Since STRIDE is working on understanding the process, maybe we can work with them so as to not duplicate efforts. so we can reach out to STRIDE to see if they can present to us where they are and see if we can partner or align with them. We will look into getting STRIDE to present about IP issues at the March meeting.

- c. Added Equitable Communication to the workbook: Website and other methods of outreach such as braille or multi-language as something to discuss and develop as an opportunity.
- d. Sister City will be moved from inflight to recommendation.
- e. Staff Training in DEI - small group committee members will need to meet to pull these ideas together - Chairperson Secaur, Mr. Clark, Ms. Gulotta, and Ms. Swope will work on that for our next meeting, or April 12th at the latest, to discuss pilot process, budgets, scope of training, schedule, etc. Mr. Clark says we have a lot of options, but we just need to make our final decisions. Ms. Richa asked for both mandatory and optional training opportunities, as studies show optional

ones are more effective. Ms. Gulotta suggested that there be baseline training for all, and then optional offers for those who have more interest.

- f. Ms. Richa said the DPW working group will be discussing recommendations to present to SDEIC. Some of the recommendations may allow us to go deeper into subjects like procurement - areas that may be town-wide in interest. Ms. Richa would like to have further discussions with Select Person Curran about these issues.
- g. Rev. Stewart asked what about those other Committee Reviews? Should we be doing more to follow up? Chairperson Secaur replied that yes we should all look at those department reviews and move forward with some things. Select Person Secaur suggested we have a month per department, so this schedule was proposed to guide us:
 - i. April meeting DPW
 - ii. May meeting is Health/Soc. Worker/Veterans/FACTS: This group feels they would like to revisit a conversation with these people now the Freedom Team is in place and that we have more awareness of what is our mission.
 - iii. June meeting Police

And this would suggest that we would put other departments on hold until we address the previous departments which we have already interviewed.

7. Other Business (that may properly come before the Committee after agenda is posted)

8. Administrative

- Need to monitor to see if we will be continuing to meet virtually after the April date as mandated by Governor Baker.
- Future Meeting Dates - Mar 8, Apr 12, May 17*, June 21*, July 19*

9. Close Meeting and Adjourn - Motion made to close the meeting by Chairperson Secaur at 7:42 pm. Seconded by Ms. Richa.

Roll call vote - unanimous approval - 5/0

Elena Gulotta - yes

Angela Ribeiro-Dray - yes

Celia Richa - yes

Thomas Secaur - yes

Jim Six Tiger - absent

Natasha Stewart - yes

Kate Swope - absent

Ruth Yasin - absent

List of Documents:

- SDEIC Project Plan 2 8 22 - Tom Secaur
- Recommendation - Create Scituate Sister City Cape Verde, Santa Catarina do Fogo Committee (Tom Secaur - slide)
- Scituate Stride December 2021 - Indigenous Peoples.pdf (Tom Secaur)

Respectfully submitted,
Natasha Stewart & Ruth Yasin